

## FRANCHISE DISCLOSURE DOCUMENT



**Management Recruiters<sup>®</sup>  
Sales Consultants<sup>®</sup>**

Management Recruiters International, Inc.  
A Delaware Corporation  
1735 Market Street, Suite 200  
Philadelphia, Pennsylvania 19103  
1-800-875-4000 ext. 1  
[www.mrinetwork.com](http://www.mrinetwork.com)  
[terry.mcnabb@mrinetwork.com](mailto:terry.mcnabb@mrinetwork.com)  
[www.mrifranchise.com](http://www.mrifranchise.com)

You will operate a Management Recruiters (or Sales Consultants if you purchase an existing Sales Consultants business) staffing and recruiting business, offering both permanent placement and contract staffing services.

The total investment necessary to begin operation of a Management Recruiters International (“MRI”) traditional franchise is \$65,200 to \$114,940 or an established firm franchise is \$2,400 to \$12,600. This includes \$58,000 to \$71,500 (\$40,000 Initial Franchise Fee and \$18,000 to \$31,500 for tools and systems necessary to the operation of the traditional franchised business) or \$1,250 to \$5,000 (the amount of the first installment of an Annual Service Fee for an established firm franchised business) that must be paid to the franchisor or affiliates.

This disclosure document summarizes certain provisions of your franchise agreement and other information in plain English. Read this disclosure document and all accompanying agreements carefully. You must receive this disclosure document at least 14 calendar days before you sign a binding agreement with, or make any payment to, the franchisor or an affiliate in connection with the proposed franchise sale. **Note, however, that no governmental agency has verified the information contained in this document.**

You may wish to receive your disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in a different format contact MRI Legal Department at 1735 Market Street, Suite 200, Philadelphia, PA 19103 and (215) 372-1410.

The terms of your contract will govern your franchise relationship. Don’t rely on the disclosure document alone to understand your contract. Read all of your contract carefully. Show your contract and this disclosure document to an advisor, like a lawyer or an accountant.

Buying a franchise is a complex investment. The information in this disclosure document can help you make up your mind. More information on franchising, such as “*A Consumer’s Guide to Buying a Franchise*,” which can help you understand how to use this disclosure document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-FTC-HELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, D.C. 20580. You can also visit the FTC’s home page at [www.ftc.gov](http://www.ftc.gov) for additional information. Call your state agency or visit your public library or other sources of information on franchising.

There may also be laws on franchising in your state. Ask your state agencies about them.

Issuance Date: June 1, 2019

## STATE COVER PAGE

Your state may have a franchise law that requires a franchisor to register or file with a state franchise administrator before offering or selling in your state. REGISTRATION OF A FRANCHISE BY A STATE DOES NOT MEAN THAT THE STATE RECOMMENDS OR HAS VERIFIED THE INFORMATION IN THIS DISCLOSURE DOCUMENT.

Call the state franchise administrator listed in **Exhibit I** for information about the franchisor or about franchising in your state.

MANY FRANCHISE AGREEMENTS DO NOT ALLOW YOU TO RENEW UNCONDITIONALLY AFTER THE INITIAL TERM EXPIRES. YOU MAY HAVE TO SIGN A NEW AGREEMENT WITH DIFFERENT TERMS AND CONDITIONS IN ORDER TO CONTINUE TO OPERATE YOUR BUSINESS. BEFORE YOU BUY, CONSIDER WHAT RIGHTS YOU HAVE TO RENEW YOUR FRANCHISE, IF ANY, AND WHAT TERMS YOU MIGHT HAVE TO ACCEPT IN ORDER TO RENEW.

Please consider the following RISK FACTORS before you buy this franchise:

1. THE FRANCHISE AGREEMENT REQUIRES YOU TO RESOLVE DISPUTES WITH US BY LITIGATION ONLY IN PHILADELPHIA, PENNSYLVANIA. OUT OF STATE LITIGATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MAY ALSO COST MORE TO LITIGATE WITH US IN PHILADELPHIA, PENNSYLVANIA THAN IN YOUR HOME STATE.
2. THE FRANCHISE AGREEMENT STATES THAT PENNSYLVANIA LAW GOVERNS THE AGREEMENT, AND THIS LAW MAY NOT PROVIDE THE SAME PROTECTIONS AND BENEFITS AS LOCAL LAW. YOU MAY WANT TO COMPARE THESE LAWS.
3. THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.

Effective Date: See the next page for state effective dates.

## STATE EFFECTIVE DATES

The following states require that the Franchise Disclosure Document be registered or filed with the state or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington and Wisconsin.

This Franchise Disclosure Document is registered, on file or exempt from registration in the following states having registration and disclosure laws, with the following effective dates:

California	September 17, 2018 (Exemption)
Illinois	July 9, 2018 (Exemption)
Indiana	July 10, 2018 (Exemption)
Maryland	June 27, 2018 (Exemption)
Michigan	
Minnesota	
New York	June 29, 2018 (Exemption)
North Dakota	July 6, 2018 (Exemption)
Rhode Island	July 5, 2018 (Exemption)
South Dakota	
Virginia	
Washington	June 29, 2018 (Exemption)
Wisconsin	

In all other states, the effective date of this Franchise Disclosure Document is the issuance date of June 1, 2019

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